Peer Evaluation Rubric for SO-d/D

	Excellent (5 pts)	Good (4 pts)	Satisfactory (3 pts)	Poor (2 pts)	Unacceptable (1 pt)
Attendance	Attended all meetings and was on time and prepared to work. Was instrumental in arranging work session.	Attended all meetings and was on time.	Attended all meetings but was tardy in some of the meetings.	Did not attend some of the meetings	Did not attend most of the meetings and was late on some of the meetings.
Attitude	Always has a positive attitude about the project and the task(s).	Most of the times has a positive attitude about the project and the task(s).	Usually has a positive attitude about the project and the task(s).	Rarely has a positive attitude about the project and the task(s).	Never has a positive attitude about the project and the task(s).
Communication	Prompt response to emails or phone calls usually 1 day or less often initiating communication with group	Answered email or phone calls in 2-3 days sometimes initiated communication with group	Answered email or phone calls in 2-3 days. Did not initiated communication with group	Very slow to answer emails or phone calls (longer than 1 week) seldom or never initiated communication with group	was very slow to or would not answer emails or phone calls little or no group communication
Individual Contributions	Completes all assigned tasks by deadline; work accomplished is thorough, comprehensive, and advances the project.	Completes all assigned tasks by deadline; work accomplished is adequate	Completes **most** of the assigned tasks by deadline	Completes **some** of the assigned tasks by deadline	Does not accomplish the assigned tasks by deadline; work accomplished is not complete.
Listens	Always listens to, shares with, and supports the efforts of others. Tries to keep people working well together.	Usually listens to, shares, with, and supports the efforts of others.	Sometimes listens to, shares with, and supports the efforts of others. Other times is a passive team member.	Sometimes listens to, shares with, and supports the efforts of others, but sometimes is not a good team member.	Rarely listens to, shares with, and supports the efforts of others. Often is not a good team player.
Participation	Goes beyond the call of duty and does more than her/his share of the work	Did more work than others (above average)	Did as much work as others (average)	Did less work than others (below average)	Did much less work than others.
Problem-solving	Actively looks for and suggests solutions to problems.	Refines solutions suggested by others.	Rarely suggest or refine solutions, but is willing to try out solutions suggested by others.	Does not suggest or refine solutions, but is willing to try out solutions suggested by others.	Does not try to solve problems or help others solve problems and is not willing to try out solutions suggested by others.
Response to Conflict	Addresses conflict directly and constructively, helping to manage/resolve it in a way that strengthens overall team cohesiveness and future effectiveness.	Identifies and acknowledges conflict and stays engaged with it.	Redirecting focus toward common ground, toward task at hand (away from conflict).	Passively accepts alternate viewpoints/ideas/opinions.	Does not handle conflict well. Gets annoyed and abrasive.
Responsibility	Finished the assigned part of the project and helped to pick up slack of nonparticipatory members.	Finished the assigned part of the project. Offers encouragement to other partners.	Finished the assigned part of the project.	Finished only part of the assigned part of the project.	Did not finish the assigned part of the project and did not produce any useful result.